UNITED NATIONS

ST

Secretariat

ST/IC/1993/35
24 June 1993

INFORMATION CIRCULAR

To: Members of the staff

From: The Director of Personnel

Subject: THE 1992 SENIOR OFFICER (P-5) PROMOTION REGISTER

1. The Secretary-General, having considered the recommendations of the Appointment and Promotion Board, has approved the following promotion register for staff members at the First Officer (P-4) level for promotion to the Senior Officer (P-5) level:

AKANDE, Mr. Sefou-Dine
AKYUZ, Mr. Yilmaz
ALVAREZ, Ms. Sandra
AMIEL, Ms. Germaine
ARDA, Mr. Mehmet Emin
AVEDON, Mr. Steven
BAUTISTA, Mr. Antonio
BELOV, Mr. Anatoli
BOBBITT, Ms. Juanita
BONELLO, Mr. Michael
BOUMECHAL, Mr. Fahri
BOURNE, Mr. Lennox Emerald
BROOKS, Mr. James
BULL, Ms. Dulcie
CABRERA, Mr. John
CELIK, Ms. Aliye Pekin
CHANG, Ms. Anna Shou-San
DA COSTA, Mr. Luiz
D'ANGELO, Mr. Massimo
DONINI, Mr. Antonio
EAST, Ms. Lois Margaret
ERIKSSON, Ms. Marie-Aimee
FIELDS, Ms. Maxine
FOSTY, Ms. Anne
FROEHLER, Mr. Peter
GABELLA, Mr. Gabriel
GADALLA, Ms. Helen
GORDON, Mr. Richard
GOULUT, Mr. Jean-Pierre
GUERASSEV, Mr. Vladislav
HADDAD, Mr. Antoine
HAZOU, Ms. Linda
HERNANDEZ-GRIFFIN, Ms. Angelina
HESSE, Mr. Dieter Martin
HOWARD, Ms. Margaret
IRO, Mr. Addo
IUTAKA, Mr. Sugiyama
KABI, Ms. Faith
KAN, Ms. Gloria
KASSEM, Ms. Fatima Sbaity
KELLY, Mr. John Joseph
KICIMAN, Ms. Sevine
KOSSAIFI, Mr. George
KOUIDRI, Mr. Cherif
KOWITCH-GALATOLA, Ms. Regine
KRAWCZYK, Ms. Miriam
LACROUX, Ms. Sylvie
LEE, Ms. Michelle

LIAO, Ms. Tuan-Li Diana
LIM, Mr. Emil
LONGUEIRA, Ms. Maria del Carmen
MAATY, Mr. El-Sayed Hassan
MAKIYAMA, Ms. Hideko
MATTHEW, Ms. Susan
MBULI, Mr. Ernest
MERTVAGO, Mr. Peter
MEZOUI, Ms. Hanifa
MOERENHOUT, Mr. Alain Christian
MORRISON, Ms. Jeannette
MOUNIKOU, Mr. Mathieu
MWANGO, Mr. Melliodt
MWANIKI, Ms. Mebo
MYINT, Mr. U
NGANGMUTA, Mr. Daniel
NIANG, Mr. Abdoulaye
NILSVANG, Mr. Kimso
NOVICHENKO, Mr. Igor
ODUNTON, Mr. Nii Allotey
OKPALA, Mr. Donatus
OUEDRAOGO, Mr. Halidou
OVERGAARD, Mr. Jens
PAL, Mr. Mati Lal
PHANACHET, Mr. Umphon
PONNIAH, Ms. Wiwala
RUFFING, Ms. Lorraine
SABATER, Ms. Luisa
SCHMELZER, Ms. Marta Rosa
SHAW, Ms. Christine
SHURAYDI, Mr. Hasan
SIDDIQ, Mr. Abdul
SMOLIK, Mr. Joseph Edward
SOLER-ARTEKONA, Mr. G. Francisco
STILLMAN, Mr. David
SUDRA, Mr. Tomasz
SUN, Ms. Dora Yuh-Hwa
TANG, Ms. Ying-Ying
TEITELBAUM, Ms. Mirta
TRAN-NGUYEN, Ms. Anh Nga
TRAUT, Mr. Robert Earl
VANEK, Ms. Joann
VON GRAEVENITZ, Mr. Dietrich
WARNER, Mr. David Warlick
ZERIHOUN, Mr. Taye Brook
ZINOVIEFF, Mr. Michael

2. Promotion from the register will be authorized by the Director of Personnel to the extent possible, depending on availability of posts. The latest date of implementation will be 30 June 1993, bearing in mind that the register year runs from 1 July 1992 to 30 June 1993. For those posts which were reclassified to higher levels in the context of the programme budget for 1992-1993 (General Assembly resolution 46/185 B, sect. II) departments/offices have been informed of the guidelines to be followed in such cases.

Recourse procedure

3. Staff members are reminded of the criteria for promotion, which include (a) performance; (b) academic training and professional qualifications and achievements; (c) linguistic proficiency; (d) supervisory abilities and leadership capabilities, as applicable; (e) guidelines and measures to improve the status of women; (f) seniority in grade and experience; and (g) record of mobility. It should be noted that promotion necessarily depends not only upon a staff member's intrinsic merit and seniority but upon a comparison of his or her overall qualities with those of his or her colleagues in a situation limited by the availability of posts. Although the reviewing authorities make every effort to ensure that a staff member's case for promotion has received full consideration, it is conceivable that the data presented in his or her case may have been incomplete in some significant respect. For this reason, the recourse procedure described below has been established to ensure full and fair consideration of all eligible staff members.

4. If a staff member believes that his or her name has been omitted from this promotion register because of incomplete information placed before or available to the Appointment and Promotion Board, he or she may write to the Chairperson of the Board, giving grounds for his or her belief. Such recourse letters in 16

copies must be submitted WITHIN ONE MONTH of the publication date of this circular and should be addressed to the Chairperson of the Appointment and Promotion Board through the Secretary of the Board and Committee, room S-2560.

5. Relevant information brought to the attention of a reviewing body by a staff member will be examined with a view to determining whether, had it been known at the time of the initial review, it would have warranted the inclusion of his or her name in the register. Staff members are also advised that letters of recourse will be included in their official status files once the review has been completed.

6. The Appointment and Promotion bodies will decide what further recommendation, if any, they should make to the Secretary-General.